

AN ORDINANCE of the Common Council fixing, establishing and ratifying compensation for police officers of The City of Fort Wayne, Indiana, represented by The Fort Wayne Patrolmen's Benevolent Association.

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for certain members of the Police Department has been agreed to in an agreement reached by and between the City and the Fort Wayne Patrolmen's Benevolent Association, Local 15 in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances; and

WHEREAS, said agreement is for three (3) years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, the Common Council desires to express its approval of the proposed three (3) year compensation package; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said police officers for the year 1990.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. Commencing January 1, 1990, said compensation shall be as reflected in Addendum "B" attached hereto and made a part hereof.

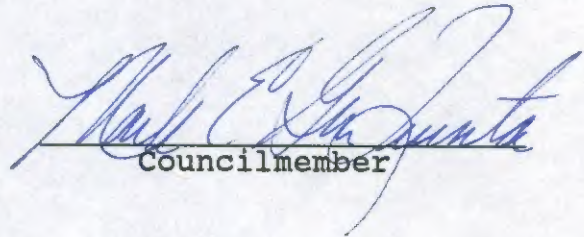
SECTION 2. The clothing allowance for 1990 shall be \$850.00 per year; and the longevity allowance shall be \$500.00 per year (payable after four (4) years of service). In Addition, the shift premium shall be \$700/yr for "B" shift and \$1,400/yr for "C" shift. The first two percent (2%), or one- third, of the employees' PERF contribution shall be paid

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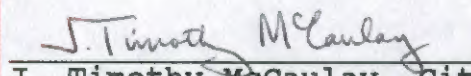
by the City.

SECTION 3. The proposed three year compensation package reflected in Addendum "B" is hereby approved and ratified subject only to the annual ratification requirements of state law.

SECTION 4. This Ordinance shall be in full force and effect from and after its passage and any and all necessary approvals by the Mayor.


Councilmember

APPROVED AS TO FORM
AND LEGALITY


J. Timothy McCaulay, City Attorney



THE CITY OF FORT WAYNE

ADDENDUM B to AGREEMENT between
THE CITY OF FORT WAYNE and
PATROLMEN'S BENEVOLENT ASSOCIATION, INC.

Section 1. Base Pay

Beginning January 1, 1990, the base pay for members of the bargaining unit shall be twenty-four thousand two hundred ten dollars and twenty-eight cents (\$24,210.28,) which amount represents an increase of three percent (3.0%) over 1989 base pay.

Beginning January 1, 1991, the base pay for members of the bargaining unit shall be twenty-five thousand three hundred twenty-three dollars and ninety-five cents (\$25,323.95,) which amount represents an increase of four and six-tenths percent (4.6%) over 1990 base pay.

Beginning January 1, 1992, the base pay for members of the bargaining unit shall be twenty-six thousand four hundred thirty-eight dollars and twenty-one cents (\$26,438.21,) which amount represents an increase of four and four-tenths percent (4.4%) over 1991 base pay.

A. During the first year of service on the Fort Wayne Police Department, members of the bargaining unit shall be paid eighty percent (80%) of the base pay. That amount shall be as follows:

January 1, 1990 = \$19,368.22

January 1, 1991 = \$20,259.16

January 1, 1992 = \$21,150.57

B. During the second year of service on the Fort Wayne Police Department, members of the bargaining unit shall be paid ninety percent (90%) of the base pay. That amount shall be as follows:

January 1, 1990 = \$21,789.25

January 1, 1991 = \$22,791.56

January 1, 1992 = \$23,794.39

C. During the third year of service on the Fort Wayne Police Department, members of the bargaining unit shall be paid ninety-five percent (95%) of the base. That amount shall be as follows:

January 1, 1990 = \$22,999.77

January 1, 1991 = \$24,057.75

January 1, 1992 = \$25,116.30

Each of the above amounts shall be paid in twenty-six equal payments. These payments shall be every two weeks.

Section 2. Health Insurance

The Employer agrees that group insurance benefits enumerated in Lincoln National Life Insurance Policy Nos. G 13-192 shall be extended to all bargaining unit employees. These benefits, except as hereinafter provided, will remain in full force and effect at a cost of one hundred twenty dollars (\$120.00) per year per employee in 1990, regardless of whether coverage provided is for individual, individual and spouse, individual and children, or individual and family. In 1991 and in 1992, the cost shall be two hundred forty (\$240.00) per year per employee. The Employer further agrees that the dental plan deductible pertaining to teeth cleaning shall continue to be reimbursed as it was in 1988.

3. Premium Pay on Holidays: Two additional holidays shall qualify for premium pay as stipulated in Article XIX, Section 3 of the Agreement; the two days being Memorial Day and Independence Day.

4. Educational Bonus: Five hundred dollars (\$500.00) per year Educational Bonus shall be extended through 1992 for bargaining unit members with four or more years of service.

5. PERF Contribution: The City shall pay the following percentages of each bargaining unit employee's Public Employees Retirement Fund contribution:

Two percent (2%) during 1990; four percent (4.0%) during 1991; six percent (6%) during 1992.

6. Clothing Allowance: Clothing allowances for bargaining unit employees shall be:

Eight hundred fifty dollars (\$850.00) for 1990;

One thousand dollars (\$1,000.00) for 1991; and

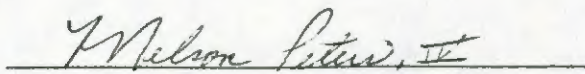
One thousand dollars (\$1,000.00) for 1992.

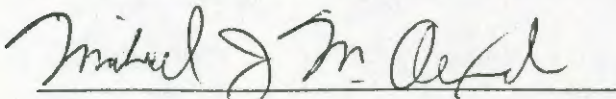
Clothing allowances shall be paid in two equal installments each year, with the first installment paid on or before May 31 of each year and the second installment paid on or before November 30 of each year.

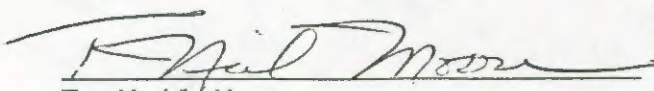
7. Shift Premium: All officers assigned to B shift shall receive a shift premium of seven hundred dollars (\$700.00) per year. All officers assigned to C shift shall receive a shift premium of one thousand four hundred dollars (\$1,400.00) per year. All shift premiums shall be added to the regular earnings for each pay period. Only those officers assigned to those shifts will be paid shift premiums.

8. Detective Pay: Detective II rating and bonus shall be given to all members of the bargaining unit who are classified as Detectives and who have completed two years of service. Detective II bonus shall be three hundred dollars (\$300.00) per year, added to regular earnings for each pay period. Only those members assigned as Detectives shall be paid Detective Pay and only for such time as they continue to be so assigned.

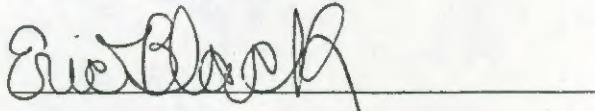
FOR THE CITY:

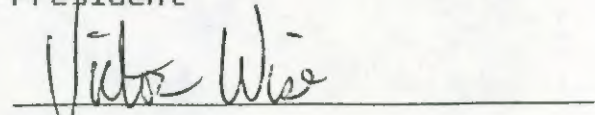

F. Nelson Peters, IV, Director
Personnel/Labor Relations


Michael J. McAlexander
Director of Public Safety


T. Neil Moore
Chief of Police

FOR THE UNION:


Eric V. Black
President


Victor Wise
Vice President

Date: 12/7/89

None for Reconsideration

Date on 1-9-89

BILL NO. S-89-12-38

REPORT OF THE COMMITTEE ON FINANCE

MARK E. GIAQUINTA, CHAIRMAN
THOMAS C. HENRY, VICE CHAIRMAN
BRADBURY, SCHMIDT, BURNS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS
REFERRED AN (ORDINANCE) (~~RESOLUTION~~) of the Common Council
fixing, establishing and ratifying compensation for police
officers of The City of Fort Wayne, Indiana, represented by
The Fort Wayne Patrolmen's Benevolent Association

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~RESOLUTION~~)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Mark E. GiaQuinta

Janet G. Bradbury

Thomas C. Henry

Brady, Schmidt, Burns

DATED: *1-9-90*

Sandra E. Kennedy
City Clerk

Admn. Appr. _____

DIGEST SHEET

S-89-12-28

TITLE OF ORDINANCE: Addendum B to PBA Agreement: Wages and fringe benefits for 1990.

DEPARTMENT REQUESTING ORDINANCE: Personnel - 12-5-89

SYNOPSIS OF ORDINANCE: Wage & fringe benefit agreement covering members of the PBA bargaining unit:

Base Pay:

1-1-90 Base Pay = \$24,210.28; 1st, 2nd, & 3rd year patrol men receive 80%, 90%, & 95% of base, respectively.

Health Insurance: Copayment by bargaining unit employees;

1-1-90 copayment = \$120/year.

Holiday Pay: 2 additional holidays (Memorial Day and Independence Day) which qualified for premium pay in 1989 continue to qualify for premium pay.

Educational Bonus: Continuation of \$500/year educational bonus for members with four or more years of service.

PERF Contribution: City shall pay 2 percent of bargaining unit employees' PERF contributions during 1990.

Clothing Allowance: Shall be \$850/year for 1990.

Shift Premium: Officers assigned to B shift = \$700/year; officers assigned to C shift = \$1,400/year.

Detective Pay: Detectives with 2 or more years of service receive Detective II rating and \$300/year while so assigned.

EFFECT OF PASSAGE: Wage/benefit increase to PBA officers through 1990. Base pay = 3% increase; health insurance copayment = 100% increase; PERF contribution = 2% increase on base; clothing allowance = .7% increase on base.

EFFECT OF NON-PASSAGE: Wages/benefits remain at 1989 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): 3% wage incr. = \$164,580; incr. in City's PERF contribution = \$26,951; City-paid employees' PERF contribution = \$113,012; clothing allowance incr. = \$45,675; total = \$350,218

ASSIGNED TO COMMITTEE (PRESIDENT) _____

Read the first time in full and on motion by _____, seconded by _____, and duly adopted, read the second time by title and referred to the Committee on _____ (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: _____

SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Henry, seconded by Talarico, and duly adopted, placed on its passage. PASSED ~~LAST~~ by the following vote:

| | <u>AYES</u> | <u>NAYS</u> | <u>ABSTAINED</u> | <u>ABSENT</u> |
|-------------|-------------|-------------|------------------|---------------|
| TOTAL VOTES | <u>7</u> | <u>1</u> | | <u>1</u> |
| BRADBURY | <u>✓</u> | | | |
| BURNS | <u>✓</u> | | | |
| EDMONDS | | <u>✓</u> | | |
| GiaQUINTA | <u>✓</u> | | | |
| HENRY | <u>✓</u> | | | |
| LONG | <u>✓</u> | | | |
| REDD | <u>✓</u> | | | |
| SCHMIDT | | | | <u>✓</u> |
| TALARICO | <u>✓</u> | | | |

DATED: 1-9-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING MAP) ORDINANCE RESOLUTION NO. D-01-90 on the 9th day of January, 1990

ATTEST:

(SEAL)

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Charles B. Reed
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 10th day of January, 1990, at the hour of 11:00 o'clock A. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 10th day of January, 1990, at the hour of 4:00 o'clock PM M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

PAUL HELMKE, MAYOR

Ms. Kennedy,

Voting on the prevailing side of
5-89-12-38 I request a reconsideration
vote be taken at the next regularly
scheduled meeting. (1-9-90)

— John C. Henry